



**Town of Arlington, Massachusetts**  
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## Minutes 04-13-11

**Town of Arlington**  
**Equal Opportunity Advisory Committee**

**730 Massachusetts Avenue, Arlington, MA 02476**  
**(781) 316-3120**

Barbara Boltz, Co-Chair  
 Adrienne McClure, Co-Chair  
 Augusta Haydock  
 Jack Jones  
 Tricia O'Donoghue  
 Howard Winkler

Caryn Cove Malloy, Equal Opportunity Officer

Equal Opportunity Advisory Committee  
 Meeting Minutes  
 Wednesday, April 13, 2011  
 7:30 p.m.

Present: Caryn Malloy, Barbara Boltz (Co-Chair), Jack Jones, Tricia O'Donoghue, Augusta Haydock, Howard Winkler

Absent: Adrienne McClure

Also Present: Mahendra Desai

Barbara Boltz chaired the meeting.

### Meeting Minutes

Jack Jones moved approval of the corrected March 9, 2011 minutes.

SO VOTED

### Current Job Openings

The Committee reviewed current job openings and hiring activity. The Committee discussed the possibility of inviting the new Town Clerk, Stephanie Lucarelli to a fall meeting. The group also discussed hiring activity in the Assessor's and Treasurer's Office. Recreation Director Joe Connelly also provided the Committee with a helpful update of summer hires for his department.

SO VOTED

### Current Bid Projects

The Committee requested that Caryn Malloy reach out to the General Contractor on the Stratton School project to discuss hiring as there appears to be little female or minority participation.

### School Diversity Task Group

Barbara Boltz reported that the group had a meeting scheduled for March 4<sup>th</sup> which was postponed to April 4<sup>th</sup>. The group was looking to include more groups for self identification under race and ethnic code, School Human Resources Officer Rob Spiegel advised that it corresponds with how the state identifies groups. She also indicated the group intends to co-host a job fair for MPDE (Mass. Partnership for Diversity in Education).

Other Business

The Committee discussed Article 30 of the Annual Town Meeting warrant and approved a letter supporting the narrow action proposed by the Board of Selectmen which will allow for merit based hiring rather than the current roster system under Labor Service (a division of Civil Service) and hopefully assist in attracting a more diverse applicant pool.

The Committee designated Jack Jones to serve as their representative at the next town-wide meeting of the groups that work on diversity issues. He will report back on what the scope of a commitment to attending all those meetings would entail.

Tricia O'Donoghue moved to adjourn the meeting at 8:35 p.m. SO VOTED

A true record. Attest:

Caryn Malloy  
Director of Personnel/  
Equal Opportunity Officer